

Refine Search

Search Results -

Terms	Documents
L2 and (medical\$3 or hospitaliz\$6) same certificat\$6	2

Database:

US Pre-Grant Publication Full-Text Database
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 EPO Abstracts Database
 JPO Abstracts Database
 Derwent World Patents Index
 IBM Technical Disclosure Bulletins

Search:

L5

Search History

DATE: Sunday, March 05, 2006 [Printable Copy](#) [Create Case](#)

<u>Set</u> <u>Name</u>	<u>Query</u>	<u>Hit</u> <u>Count</u>	<u>Set</u> <u>Name</u> result set
side by side			
<i>DB=PGPB,USPT,USOC,EPAB,JPAB,DWPI,TDBD; PLUR=YES; OP=ADJ</i>			
<u>L5</u>	L2 and (medical\$3 or hospitaliz\$6) same certificat\$6	2	<u>L5</u>
<u>L4</u>	L3 and (medical\$3 or hospitaliz\$6) same certificat\$6	0	<u>L4</u>
<u>L3</u>	L2 and (display\$6 or output\$6) same (client or server) same (webpage or web adj page) same (approv\$6 or disapprov\$)	3	<u>L3</u>
<u>L2</u>	(family medical leave act or fmla) (display\$6 or output\$6) same (client or server) same (webpage or web adj page) same (approv\$6 or disapprov\$) same condition\$6 same (medical\$3 or hospitaliz\$6) same form	38	<u>L2</u>
<u>L1</u>		0	<u>L1</u>

END OF SEARCH HISTORY

[First Hit](#)[Previous Doc](#)[Next Doc](#)[Go to Doc#](#)

Generate Collection

Print

L2: Entry 22 of 38

File: PGPB

Feb 21, 2002

DOCUMENT-IDENTIFIER: US 20020022982 A1

TITLE: Method and system for remotely managing business and employee administration functions

Summary of Invention Paragraph:

[0013] There are certain regulatory questions regarding the definition and responsibilities of the "employer" in a PEO relationship as well as certain detrimental side effects of the co-employment relationship. First, the PEO model requires that there be a shared employer status with the client. In addition, signing on with a PEO requires resetting an employee's wage base to zero for the purposes of calculating federal and state payroll, social security and Medicare taxes. PEOs also generally suffer from adverse selection in group medical care due to a lack of minimum participation requirements during client acquisition process. Moreover, should a company decide to withdraw from a PEO relationship, it may lose its independent workers' compensation modifier and its unemployment rating which could negatively impact that client's insurance and payroll tax costs. Furthermore, in a PEO relationship, small companies subject themselves to larger employer legislation, such as the Family Medical Leave Act of the U.S.A.

[Previous Doc](#)[Next Doc](#)[Go to Doc#](#)